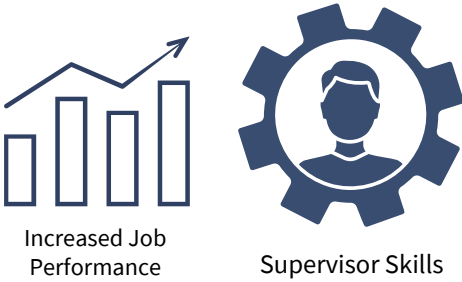


## Your Solution For:



## Time & Cost



**Cost:**  
Free

**Time Commitment:**  
The survey takes approx. 10 min to complete.

Reports provided in 5-7 working days.

## How to Get Started



Contact your **Human Resources Business Partner** to find out more

# 360° FEEDBACK ASSESSMENT



### *What is it?*

A 360 provides a leader with anonymous feedback from multiple sources of their choosing, such as supervisors, coworkers, direct reports, and peers from other state or local agencies.

Respondents answer specific questions about important areas concerning the leader's performance and provide suggestions for development. Responses are aggregated and analyzed. Leaders receive a report and a confidential debrief that explains the results, provides context and meaning for those results and helps identify goals for development.

**360s for Teams.** This can also be done with a group of leaders using the same items for rating. Reports and debriefs may take up to a month.

### *Why does it matter?*

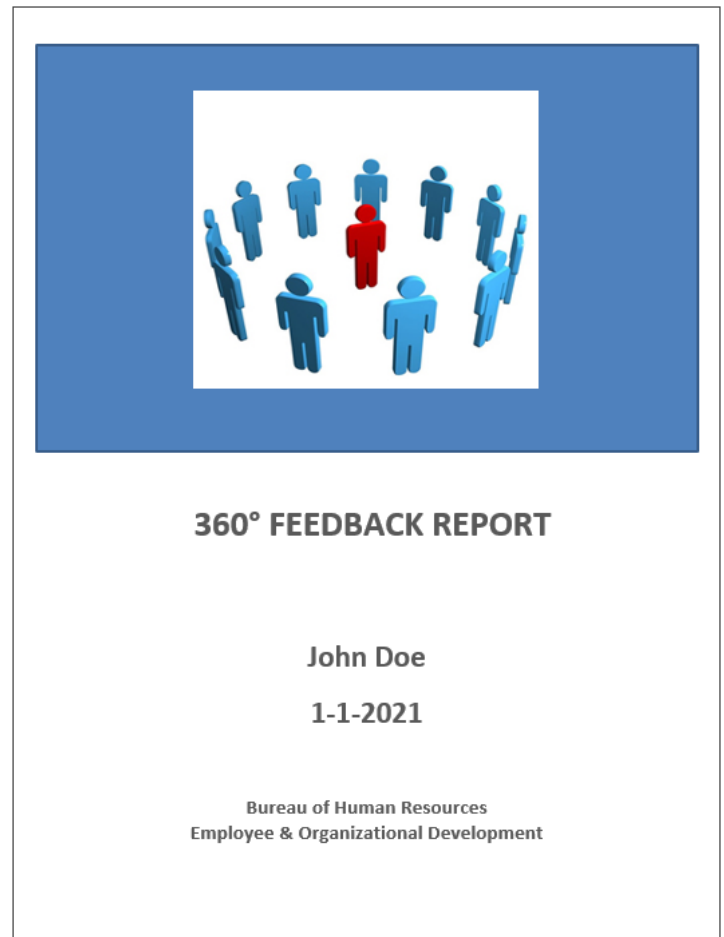
Results provide insight into how others perceive the leader and reveal the leader's blind spots that are barriers to their success. Along with helpful suggestions, this form of candid feedback gives individuals a greater sense of self-awareness, which is a critical first step toward personal growth and professional development.

# 360° DEGREE FEEDBACK

## *How Does It Work?*

- 1 Choose your survey items**  
The leader will meet with an EOD consultant to determine which competencies and items the leader wants feedback on.
- 2 Surveys are sent out**  
EOD will send out the surveys to the individuals the leader chose, and the surveys remain open for 2 weeks.
- 3 Results are compiled**  
After the survey closes, the results and comments are compiled and analyzed to create a report for the leader.
- 4 Report & Debrief**  
The consultant will meet with the leader individually and confidentially to go over the results, provide context and meaning, and help identify areas for future development.

In a Team 360, there is a team debrief and development planning session.



## *What Do I Get?*

- Customized 15-page report
- 1-hour individual debrief